

# GENDER PAY GAP

## 2022 REPORT



## OUR RESULTS As of April 2022

As part of the Sysco family, the Brakes and Fresh Direct businesses are committed to being a fair and equal employer, offering a great experience to everyone who works for us.

Every year, any business in the UK with a headcount of over 250 people is required to report on their gender pay gap. As a reminder, the gender pay gap is an equality measure that shows the difference in average earnings between women and men.

**Our mean Gender Pay Gap for 2022 for Brake Bros Ltd is -6.2%.** This has improved from previous years.

- The data cut was taken on 1 April 2022.
- The relevant colleagues included in the calculations has increased by 40% from the previous year as furlough colleagues with less than 100% pay were excluded from the calculations last time.
- Headcount year on year has increased 10% from 2021.
- The data includes everyone in Brake Bros Ltd PAYE, i.e. those that are on the Brakes, Sysco International payroll and some Northern Ireland colleagues.

Our commitment and focus is to continue to provide a diverse, open and respectful environment for all our colleagues.

Inclusivity is one of our values and it's everyone's responsibility to live and breathe it, as well as taking action.

Together we will continue with our focus on equal treatment for all, building on the good work already in place.

### DIFFERENCE IN 'MEAN' HOURLY PAY

**-6.2%**

This means we paid our female colleagues 6.2% more than our male colleagues on average. In 2021 this was 10%.

### DIFFERENCE IN 'MEDIAN' HOURLY PAY

**10.4%**

The mid-point salary between the lowest and highest paid female colleagues was 10.4% less than the mid-point salary for male colleagues. In 2021 it was 7.6%

### DIFFERENCE IN 'MEAN' BONUSES PAID

**-53.5%**

This means we paid our female colleagues 53.5% more in bonuses than we paid our male colleagues on average. In 2021 it was 21.3% more.

### DIFFERENCE IN 'MEDIAN' BONUSES PAID

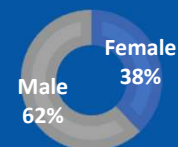
**0%**

Both genders received the same payment in 2022 resulting in an equal result. In 2021 it was 250% higher for female colleagues.

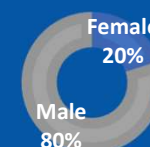
### PAY QUARTILES

Pay quartiles are created by ranking all colleagues from highest to lowest paid and ensuring there is an equal number of colleagues in each quartile.

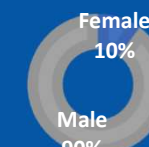
#### LOWEST



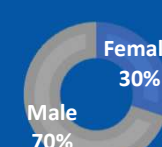
#### LOWER MIDDLE



#### UPPER MIDDLE



#### UPPER



### BONUS PAY OUTS

Equal numbers of females and males had the opportunity to earn a bonus.

